

FORM NLRB-502 (RC)
(4-15)UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE

Case No.

10-RC-163388

Date Filed

11/05/2015

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer Paragon Systems, Inc.		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) 13655 Dulles Technology Pkwy., Herndon, VA 20171	
3a. Employer Representative - Name and Title Roman Gumul, Vice-President, Labor Relations		3b. Address (If same as 2b - state same) same	
3c. Tel. No. (703) 263-7176	3d. Cell No.	3e. Fax No. (703) 263-9527	3f. E-Mail Address rgumul@parasys.com
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Government Security Contractor		4b. Principal product or service Security Guard services	5a. City and State where unit is located: statewide locations in North Carolina

5b. Description of Unit Involved
Included: Security Guards working throughout the state of North Carolina
Excluded: office clerical and professional employees, and supervisors as defined in the Act

6a. No. of Employees in Unit:
126

6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes ☒ No ☐

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about _____ (Date) (If no reply received, so state).
☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state). United Security & Police Officers of America		8b. Address 1101 Pennsylvania Ave., Suite 600, Washington, DC 20004	
8c. Tel No. (732) 644-0390	8d. Cell No.	8e. Fax No. (732) 736-1237	8f. E-Mail Address assane@aol.com
8g. Affiliation, if any		8h. Date of Recognition or Certification unknown	8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year) January 30, 2015

9. Is there now a strike or picketing at the Employer's establishment(s) involved? no If so, approximately how many employees are participating? _____
(Name of labor organization) _____, has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)
none

10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.

11a. Election Type: ☐ Manual ☒ Mail ☐ Mixed Manual/Mail

11b. Election Date(s): November 16-23, 2015	11c. Election Time(s): Mail ballot	11d. Election Location(s): statewide via mail ballot
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12a. Full Name of Petitioner (including local name and number) The Protection & Response Officers of America, Inc.	12b. Address (street and number, city, state, and ZIP code) 1870 The Exchange, Suite 100, Atlanta, Georgia 30339
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12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)
same

12d. Tel No. (470) 269-2826	12e. Cell No.	12f. Fax No. (866) 553-2960	12g. E-Mail Address admin@proaunion.org
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13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title Jacqueline Taylor	13b. Address (street and number, city, state, and ZIP code) 1870 The Exchange, Suite 100, Atlanta, Georgia 30339
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13c. Tel No. (770) 951-7077	13d. Cell No.	13e. Fax No. (404) 759-2078	13f. E-Mail Address jaktaylor@bellsouth.net
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I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) John Kabakova	Signature <i>John Kabakova</i>	Title International Secretary/Treasurer	Date 11-4-2015
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
STIPULATED ELECTION AGREEMENT

Paragon Systems, Inc.

Case 10-RC-163388

The parties **AGREE AS FOLLOWS:**

1. PROCEDURAL MATTERS. The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

2. COMMERCE. The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

Paragon Systems, Inc., is an Alabama corporation engaged in providing guard and security services to various U.S. Government agencies throughout the State of North Carolina, including the United States Social Security Administration and Internal Revenue Services, among others. During the past twelve months, a representative period, Paragon Systems, Inc., in the course of and conduct of its business operations, received in excess of \$50,000 for services performed for the U.S. Government.

3. LABOR ORGANIZATIONS. Each of The Protection & Response Officers of America, Inc., United Security & Police Officers of America, and International Union Security Police and Fire Professionals of America (SPFPA) is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.


The above-named labor organizations are qualified to represent the unit within the meaning of Section 9(b)(3) of the Act.

4. ELECTION. The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 10, SubRegion 11, on November 27, 2015. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 10, SubRegion 11 office by close of business on December 14, 2015. The mail ballots will be counted at the SubRegion 11 office located at 4035 University Pkwy Ste 200, Winston Salem, NC 27106-3275 at 10 am on December 15, 2015.

To help avoid the untimely return of a ballot, any person who has not received a ballot by December 4, 2015, or otherwise requires a duplicate mail ballot kit should contact the SubRegion 11 office: Ingrid Jenkins (336) 631-5250 in order to arrange for another mail ballot kit to be sent to that employee.

5. UNIT AND ELIGIBLE VOTERS. The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time armed security officers performing guard duties as defined in Section 9(b)(3) of the Act employed by the Employer assigned to various U.S. Government facilities throughout the State of North Carolina under Paragon Systems, Inc.'s contract HSHQE4-12-D-00006 with the Department of Homeland Security, Federal

Initials: 

Protective Service; but excluding all other employees, office clerical employees, professional and confidential employees, and supervisors as defined in the National Labor Relations Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending November 5, 2015**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

6. VOTER LIST. Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

7. THE BALLOT. The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for collective-bargaining purposes by The Protection & Response Officers of America, Inc., United Security & Police Officers of America, International Union Security Police and Fire Professionals of America (SPFPA), or none?" The choices on the ballot will appear as follows, reading left to right or top to bottom.

First: The Protection & Response Officers of America, Inc.

Second: United Security & Police Officers of America

Third: International Union Security Police and Fire Professionals of America (SPFPA)

Fourth: None

Any labor organization may have its name removed from the ballot if more than one labor organization is on the ballot and a timely written request is approved by the Regional Director.

Initials: 

8. NOTICE OF ELECTION. The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

9. NOTICE OF ELECTION ONSITE REPRESENTATIVE. The following individual will serve as the Employer's designated Notice of Election onsite representative: Ramon Gumul, Vice President, Labor Relations, 13655 Dulles Technology Pkwy., Herndon, VA 20171. Telephone number: (703) 263-7176. Fax number: (703) 263-9527. Email: rgumul@parasys.com.

10. ACCOMMODATIONS REQUIRED. All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.



13. **POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

Paragon Systems, Inc.

(Employer)

By /s/ Roman Gumul 11/12/2015
(Name) (Date)

The Protection & Response Officers of
America, Inc.

(Petitioner)

By /s/ Jacqueline Taylor 11/12/2015
(Name) (Date)

United Security & Police Officers of
America

(Union)

By Assane Faye 11/13/15
(Name) (Date)

International Union, Security Police and
Fire Professionals of America (SPFPA)

(Intervenor)

By /s/ Michael J. Akins 11/12/2015
(Name) (Date)

Recommended: Ingrid J. Jenkins 11/13/15
Ingrid J. Jenkins, Field Examiner

Date approved: 11/13/15

Claude T. Harrell Jr.
Regional Director, Region 10
National Labor Relations Board

[Handwritten mark]

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
STIPULATED ELECTION AGREEMENT

Paragon Systems, Inc.

Case 10-RC-163388

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Paragon Systems, Inc., is an Alabama corporation engaged in providing guard and security services to various U.S. Government agencies throughout the State of North Carolina, including the United States Social Security Administration and Internal Revenue Services, among others. During the past twelve months, a representative period, Paragon Systems, Inc., in the course of and conduct of its business operations, received in excess of \$50,000 for services performed for the U.S. Government.

3. LABOR ORGANIZATIONS. Each of The Protection & Response Officers of America, Inc., United Security & Police Officers of America, and International Union Security Police and Fire Professionals of America (SPFPA) is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

The above-named labor organizations are qualified to represent the unit within the meaning of Section 9(b)(3) of the Act.

4. ELECTION. The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 10, SubRegion 11, on November 27, 2015. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 10, SubRegion 11 office by close of business on December 14, 2015. The mail ballots will be counted at the SubRegion 11 office located at 4035 University Pkwy Ste 200, Winston Salem, NC 27106-3275 at 10 am on December 15, 2015.

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Initials: RL

Protective Service; but excluding all other employees, office clerical employees, professional and confidential employees, and supervisors as defined in the National Labor Relations Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending November 5, 2015**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

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The question on the ballot will be "Do you wish to be represented for collective-bargaining purposes by The Protection & Response Officers of America, Inc., United Security & Police Officers of America, International Union Security Police and Fire Professionals of America (SPFPA), or none?" The choices on the ballot will appear as follows, reading left to right or top to bottom.

- First:** The Protection & Response Officers of America, Inc.
- Second:** United Security & Police Officers of America
- Third:** International Union Security Police and Fire Professionals of America (SPFPA)
- Fourth:** None

Any labor organization may have its name removed from the ballot if more than one labor organization is on the ballot and a timely written request is approved by the Regional Director.

Initials: RL

8. NOTICE OF ELECTION. The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

9. NOTICE OF ELECTION ONSITE REPRESENTATIVE. The following individual will serve as the Employer's designated Notice of Election onsite representative: James A. Battaglia, State Program Manager, Paragon North Carolina, 4109 Stuart Andrew Blvd, Suite I, Charlotte NC 28217. Office: (704) 672-9939. Cell: (704) 609-9396. Private Fax: (775) 418-1401. Email: jbattaglia@parasys.com

10. ACCOMMODATIONS REQUIRED. All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

A handwritten signature in dark ink, appearing to be 'RL' or similar, located at the bottom right of the page.

13. **POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

Paragon Systems, Inc.
(Employer)

By Ramon L. Lomas 11-12-15
(Name) (Date)

The Protection & Response Officers of
America, Inc.
(Petitioner)

By /s/ Jacqueline Taylor 11/12/2015
(Name) (Date)

United Security & Police Officers of
America
(Union)

By /s/ Assane Faye 11/13/2015
(Name) (Date)

International Union, Security Police and
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(Intervenor)

By /s/ Michael J. Akins 11/12/2015
(Name) (Date)

Recommended: Ingrid J. Jenkins
Ingrid J. Jenkins, Field Examiner

11/13/15

Date approved: 11-13-15

Claude T. Harrell Jr.

Regional Director, Region 10
National Labor Relations Board

UNITED STATES OF AMERICA
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Initials: 

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7. THE BALLOT. The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

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Fourth: None

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11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

Initials: *AB*

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

13. POSTELECTION AND RUNOFF PROCEDURES. All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

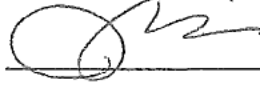
Paragon Systems, Inc.

(Employer)

By /s/ Roman Gumul 11/12/2015
(Name) (Date)

The Protection & Response Officers of
America, Inc.

(Petitioner)

By  11-12-15
(Name) (Date)

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United Security & Police Officers of America

(Union)

By /s/ Assane Faye 11/13/2015
(Name) (Date)

International Union, Security Police and Fire
Professionals of America (SPFPA)

By /s/ Michael J. Akins 11/12/2015
(Name) (Date)


Unsupported field

Recommended: Ingrid J. Jenkins 11/13/15
Ingrid J. Jenkins, Field Examiner

Date approved: 11 13 15
Claude T. Harrell Jr.

Unsupported field

Regional Director, Region 10
National Labor Relations Board

Initials: 

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
STIPULATED ELECTION AGREEMENT

Paragon Systems, Inc.

Case 10-RC-163388

The parties AGREE AS FOLLOWS:

1. PROCEDURAL MATTERS. The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

2. COMMERCE. The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

Paragon Systems, Inc., is an Alabama corporation engaged in providing guard and security services to various U.S. Government agencies throughout the State of North Carolina, including the United States Social Security Administration and Internal Revenue Services, among others. During the past twelve months, a representative period, Paragon Systems, Inc., in the course of and conduct of its business operations, received in excess of \$50,000 for services performed for the U.S. Government.

3. LABOR ORGANIZATIONS. Each of The Protection & Response Officers of America, Inc., United Security & Police Officers of America, and International Union Security Police and Fire Professionals of America (SPFPA) is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

The above-named labor organizations are qualified to represent the unit within the meaning of Section 9(b)(3) of the Act.

4. ELECTION. The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 10, SubRegion 11, on November 27, 2015. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 10, SubRegion 11 office by close of business on December 14, 2015. The mail ballots will be counted at the SubRegion 11 office located at 4035 University Pkwy Ste 200, Winston Salem, NC 27106-3275 at 10 am on December 15, 2015.

To help avoid the untimely return of a ballot, any person who has not received a ballot by December 4, 2015, or otherwise requires a duplicate mail ballot kit should contact the SubRegion 11 office: Ingrid Jenkins (336) 631-5250 in order to arrange for another mail ballot kit to be sent to that employee.

5. UNIT AND ELIGIBLE VOTERS. The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time armed security officers performing guard duties as defined in Section 9(b)(3) of the Act employed by the Employer assigned to various U.S. Government facilities throughout the State of North Carolina under Paragon Systems, Inc.'s contract HSHQE4-12-D-00006 with the Department of Homeland Security, Federal

Initials: MSA 11/12/15

Protective Service; but excluding all other employees, office clerical employees, professional and confidential employees, and supervisors as defined in the National Labor Relations Act.

Those eligible to vote in the election are employees in the above unit who were employed during the payroll period ending November 5, 2015, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

6. VOTER LIST. Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

7. THE BALLOT. The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for collective-bargaining purposes by The Protection & Response Officers of America, Inc., United Security & Police Officers of America, International Union Security Police and Fire Professionals of America (SPFPA), or none?" The choices on the ballot will appear as follows, reading left to right or top to bottom.

First: The Protection & Response Officers of America, Inc.

Second: United Security & Police Officers of America

Third: International Union Security Police and Fire Professionals of America (SPFPA)

Fourth: None

Any labor organization may have its name removed from the ballot if more than one labor organization is on the ballot and a timely written request is approved by the Regional Director.

Initials: USA 11/2/15

8. NOTICE OF ELECTION. The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

9. NOTICE OF ELECTION ONSITE REPRESENTATIVE. The following individual will serve as the Employer's designated Notice of Election onsite representative: James A. Battaglia, State Program Manager, Paragon North Carolina, 4109 Stuart Andrew Blvd, Suite I, Charlotte NC 28217. Office: (704) 672-9939. Cell: (704) 609-9396. Private Fax: (775) 418-1401. Email: jbattaglia@parasys.com

10. ACCOMMODATIONS REQUIRED. All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

11. OBSERVERS. Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

12. TALLY OF BALLOTS. Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

Handwritten signature and date:
11/12/15

13. **POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

Paragon Systems, Inc.
(Employer)

By /s/ Roman Gumul 11/12/2015
(Name) (Date)

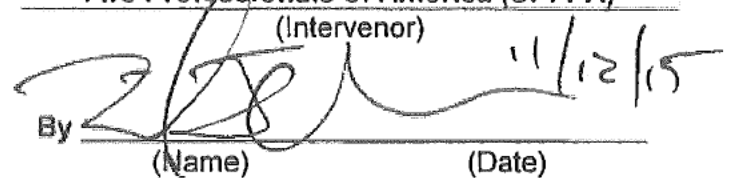
The Protection & Response Officers of
America, Inc.
(Petitioner)

By /s/ Jacqueline Taylor 11/12/2015
(Name) (Date)

United Security & Police Officers of
America
(Union)

By /s/ Assane Faye 11/13/2015
(Name) (Date)

International Union, Security Police and
Fire Professionals of America (SPFPA)
(Intervenor)

By  11/12/15
(Name) (Date)

Recommended: Ingrid J. Jenkins 11/13/15
Ingrid J. Jenkins, Field Examiner

Date approved: 11-13-15

Claude T. Harrell Jr.

Regional Director, Region 10
National Labor Relations Board

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Date Filed

Nov 5, 2015

PARAGON SYSTEMS, INC.

Employer

and

THE PROTECTION & RESPONSE OFFICERS OF
AMERICA, INC.

Petitioner

Case No. 10-RC-163388

Date Issued 12/15/2015

City Winston Salem

State NC

Type of Election:
(Check one:)

- ☒ Stipulation
☐ Board Direction
☐ Consent Agreement
☐ RD Direction
Incumbent Union (Code)

(If applicable check
either or both:)

- ☐ 8(b) (7)
☒ Mail Ballot

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 140
2. Number of Void ballots 3
3. Number of Votes cast for THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC. 41
4. Number of Votes cast for SPFPA 28
~~XXXXXXXXXX~~
5. Number of Votes cast for USPOA 2
~~XXXXXXXXXX~~
6. Number of Votes cast against participating labor organization(s) 0
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 71
8. Number of challenged ballots 0
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 71
10. Challenges are not sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has not been cast for THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC.

For the Regional Director

Angela J. Jenkins

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For PARAGON SYSTEMS, INC.

No representative present

For THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC.

Patricia A. Mitchell

For INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA

For UNITED SECURITY & POLICE OFFICERS OF AMERICA

No representative present

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Date Filed
Nov 5, 2015

Case No. 10-RC-163388

Date Issued 02/02/2016

City WINSTON SALEM

State NC

Type of Election:
(Check one:)

(If applicable check
either or both:)

☒ Stipulation

☐ 8(b) (7)

☐ Board Direction

☒ Mail Ballot

☐ Consent Agreement

☐ RD Direction
Incumbent Union (Code)

PARAGON SYSTEMS, INC.

Employer

and

THE PROTECTION & RESPONSE OFFICERS OF AMERICA,
INC.

Petitioner

RERUN TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 136
2. Number of Void ballots 0
3. Number of Votes cast for THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC. 29
4. Number of Votes cast for INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA 15
5. Number of Votes cast for UNITED SECURITY & POLICE OFFICERS OF AMERICA 0
6. Number of Votes cast against participating labor organization(s) 1
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 45
8. Number of challenged ballots 2
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 47
10. Challenges are not sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has not been cast for The Protection & Response Officers of America, Inc

For the Regional Director

Angus J. Jenkins

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For PARAGON SYSTEMS, INC.

No representative present
For THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC.

Patricia A. Mitchell
For INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA

R.H. Jo.
For UNITED SECURITY & POLICE OFFICERS OF AMERICA
no representative present

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Date Filed
Nov 5, 2015

PARAGON SYSTEMS, INC.
Employer

and

THE PROTECTION & RESPONSE OFFICERS
OF AMERICA, INC.

Petitioner

Case No. 10-RC-163388

Date Issued March 22, 2016

City Winston-Salem

State NC

Type of Election:
(Check one:)

(If applicable check
either or both:)

- ☒ Stipulation
☐ Board Direction
☐ Consent Agreement
☐ RD Direction
Incumbent Union (Code)

- ☐ 8(b) (7)
☒ Mail Ballot

SECOND RERUN

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 138
2. Number of Void ballots 0
3. Number of Votes cast for THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC. 46
4. Number of Votes cast for INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA 21
5. Number of Votes cast for UNITED SECURITY & POLICE OFFICERS OF AMERICA 0
6. Number of Votes cast against participating labor organization(s) 1
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 68
8. Number of challenged ballots 0
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 68
10. Challenges are not sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has not been cast for Protection & Response Officers of America, Inc.

For the Regional Director

Angela J. Jenkins

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For PARAGON SYSTEMS, INC.

No representative present

For THE PROTECTION & RESPONSE OFFICERS OF AMERICA, INC.

William H. Nickel

For INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA

RH-J

For UNITED SECURITY & POLICE OFFICERS OF AMERICA

No representative present

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 10, SUBREGION 11**

Paragon Systems, Inc.

Employer

and

Case 10-RC-163388

The Protection & Response Officers of America, Inc.

Petitioner

and

United Security & Police Officers of America

Intervenor

and

International Union, Security, Police, and Fire Professionals of America (SPFPA)

Intervenor

TYPE OF ELECTION: STIPULATED

CERTIFICATION OF REPRESENTATIVE

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections have been filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots has been cast for

The Protection & Response Officers of America, Inc.

and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

Unit: All full-time and regular part-time armed security officers performing guard duties as defined in Section 9(b)(3) of the Act employed by the Employer assigned to various U.S. Government facilities throughout the State of North Carolina under Paragon Systems, Inc.'s contract HSHQE4-12-D-00006 with the Department of Homeland Security, Federal Protective Service; but excluding all other employees, office clerical employees, professional and confidential employees, and supervisors as defined in the National Labor Relations Act.



March 30, 2016

CLAUDE T. HARRELL JR.
Regional Director, Region 10
National Labor Relations Board